

Abstracts of the articles

György Túry: Transnational professionals: definitions, characteristics, and the creation of immaterial spaces

The phenomenon and its related subfields under investigation are referred to as *transnationalism* both in the international and the Hungarian literature. Some of its aspects are well researched, others are less so. It does not have a universally accepted definition, however, its existence and significance is not questioned by any researcher. This paper introduces some of the first results of such research. It offers definitions and investigates contextual issues, focusing on the following topics: the meaning, definition, and significance of transnationalism; the characteristics of transnational professionals; transnational knowledge transfer and the transnational knowledge industry; and, finally, transnational professionals' habitus and identity formation. One of the major questions that we want to answer is the exact nature and size of the role transnational professionals play in the contemporary processes of globalization.

Barbara Sztányi-Szekér – Ágnes Hógye-Nagy – Anita Szemán-Nagy: Connection between satisfaction with family life, partnership and work-life balance among women with children

Introduction: Work and family life are two central areas of people's lives (Makra et. al., 2012). We assumed that the number and age of children have a negative impact on work-family life balance. The relationship between work and family involvement is likely to be negative. Furthermore, a harmonious partnership leads to higher levels of job satisfaction and family involvement, which can be positively influenced by a higher number of children.

Method: In this present analysis, we examined the relationships between satisfaction with family life, relationships and work-family life balance among working mothers with children in a sample of 231 people.

Results: Only trend-level and opposite to expected correlations were found between work-family conflict and the number and the age of children. In terms of involvement in work and family, a reciprocal, negative relationship was found; furthermore, the number of children also has a negative effect on family involvement. There was no significant relationship between job and relationship satisfaction.

Conclusion: Striving for a work-family life balance is also key to maintaining satisfaction with family life and relationship.

Bálint Szalai: The development of external and internal motivation in terms of gender, generations and volunteering

There are as many motives as there are employees. But in general, in the 21st century, should we focus on external or internal motivation? Large corporations and multinationals are increasingly focusing on finding internal motivation, but in most cases they still believe in pay rises. A change of mindset is increasingly timely in the fast problems resulting from rapid job changes, as high turnover rates is both a significant cost for a company and a barrier to optimal growth.